



Massachusetts Society of Professors

SENIOR LECTURER PROMOTION WORKSHOP November 2021

Welcome

Format of Meeting

- Please do not record or photograph the meeting.
- Please stay on mute unless called on to speak.
- We will take questions at the end of the slide show. Please use “Raise Hand” function (found in the Reactions tab).
- Workshop materials have been posted on the MSP website (umassmsp.org).
- If you have questions about your individual situation please email them directly to: msp@umass.edu. All queries to the union are confidential.

Agenda

1. Promotional Opportunities
2. Promotion Eligibility
3. How Review Differs from Tenure
4. Promotion Standards & Criteria
5. Review Timeline
6. Review Procedures
7. Pandemic Safeguards



Promotional Opportunities for Lecturers



SENIOR LECTURER

SENIOR LECTURER II

Eligibility

WHO? ALL Lecturers and Senior Lecturers (full/part-time)

WHEN?

SENIOR LECTURER

Must have at least 6 years of full-time equivalent (FTE) service as a lecturer

SENIOR LECTURER II

Must have at least 6 years of full-time equivalent (FTE) service as a senior lecturer

How this Review Differs from Tenure

- Not an up or out review. If you aren't successful the first time, you can be reviewed again.
- No requirement for outside reviewer letters
- Ratings of excellence/strength/no strength not appropriate

Promotion Standards & Criteria

Candidates must demonstrate evidence of:

- Meritorious performance in the area(s) of the candidate's responsibility and
- Promise of continuing professional development and achievement



Lecturer Promotion Review Timeline

January 21, 2022	Faculty members applying for promotion to Senior Lecturer or Senior Lecturer II submit their portfolio through APWS to the Department Chair/Head
March 4, 2022	Department Personnel Committee (DPC) must advance their recommendation through APWS to the Department Chair/Head
March 18, 2022	Department Chair/Head must advance their recommendation through APWS to the college-level NTT review committee (CRC)
April 15, 2022	College-Level NTT Review Committee (CRC) must advance their recommendation through APWS to the Dean
May 17, 2022	Deans must advance their recommendation through APWS to the Provost
August 15, 2022	Provost must notify candidate of decision

Senior Lecturer Promotion Review Process

Assembling the Promotion Portfolio

CANDIDATE PROVIDES:

- Personal Statement
- Curriculum Vitae
- Other relevant materials

DEPT CHAIR PROVIDES:

- Current Job Description
- Teaching Evaluations

Senior Lecturer Promotion Review Process

Assembling the Promotion Portfolio

“OTHER” MATERIALS TO CONSIDER ADDING:

- Annual Faculty Reviews (AFRs)
- List of courses taught/syllabi
- Statement highlighting meritorious performance & promising of continuing achievement
- Evaluation letters from scholars/professionals in other University departments or outside the University

Senior Lecturer Promotion Review Process

Review Levels

- Department Personnel Committee
- Department Head/Chair
- NTT College Review Committee (CRC)
- Dean
- Provost

Senior Lecturer Promotion Review Process

Rights of Candidates

- Right to Present All Materials
- Right to Supplement File
- Right to be Informed of a Personnel Recommendation
- Right to Discuss Reasons for Negative Decisions
- Right to Equitable Treatment

Pandemic Safeguards

- Pandemic Impact Statement on AFRs
 - Candidates should be explicit about their efforts and contributions during period of remote learning
- Instruction to On-campus Reviewers
 - Rely on self-reporting of teaching accomplishments during the SRTI suspension period (no penalty or comparisons)
 - Recognition of difficulties in carrying out traditional service
- MSP Negotiated Workload Adjustments
 - No penalty to candidate

Other Resources

- Workshop Materials on MSP Website
<https://umassmsp.org/workshops/>



- UMass ADVANCE Program (Documenting COVID-19 Impacts)
<https://www.umass.edu/advance/sites/default/files/inline-files/UMass%20ADVANCE%20COVID-19%20Tool%20August%2017%202020%20Final.pdf>

Other Resources

- Academic Personnel Workflow System (how to guides/training schedule)
<https://www.umass.edu/provost/resources/all-resources/academic-personnel/academic-personnel-workflow-system-apws>
- ❖ APWS policy questions: academic.personnel@umass.edu
- ❖ APWS technical support: apws-support@provost.umass.edu